



CALIFORNIA STATEWIDE LAW ENFORCEMENT ASSOCIATION

THE VOICE OF LAW ENFORCEMENT, PUBLIC SAFETY & CONSUMER PROTECTION

April 11, 2008

AFFILIATES

Association of Conservation
Employees

Association of Criminalists-DOJ

Association of Deputy
Commissioners

Association of Motor Carrier
Operations Specialists

Association of Motor Vehicle
Investigators of California

Association of Special
Agents-DOJ

California Association of
Criminal Investigators

California Association of Food
& Drug Investigators

California Association of Fraud
Investigators

California Association of
Regulatory Investigators and
Inspectors

California Association of State
Investigators

California Fish & Game
Wardens Association

California Organization of
Licensing Registration Examiners

CHP-Public Safety Dispatchers
Association

Fire Marshal's & Emergency
Services Association

Hospital Police Association of
California

State Employed Fire Fighters
Association

State Park Peace Officers
Association of California

David Gilb, Director of Labor Relations
Department of Personnel Administration
1515 "S" Street, N. Bldg., Suite 400
Sacramento, CA 95814

Re: Unit 7 Sunshine Proposals

Dear Mr. Gilb:

Pursuant to Government Code § 3523, California Statewide Law Enforcement Association (CSLEA) provides the following sunshine proposals in anticipation of negotiations on the collective bargaining agreement which is scheduled to expire June 30, 2008. Please be advised the list of sunshine proposals is not exhaustive and CSLEA reserves the right to offer new proposals and counter-proposals consistent with the ground rules for bargaining.

Proposals

1. **Recognition** - CSLEA wishes to negotiate language clarifying and expanding its rights as exclusive bargaining representative.
2. **Employee Donated Release Time** - CSLEA wishes to negotiate language modifying the procedure for employee donated release time.
3. **Supersession** - CSLEA wishes to clean-up existing language of the articles concerning supersession.
4. **Grievance Procedure** - CSLEA wishes to negotiate language streamlining the grievance procedure.
5. **Hours of Work and Overtime** - CSLEA wishes to negotiate new and expanded provisions covering the work hours of Unit 7 employees, including, but not limited to, shifts and days off, work schedules, hours of work, meal and rest periods, overtime and CTO, and telecommuting.

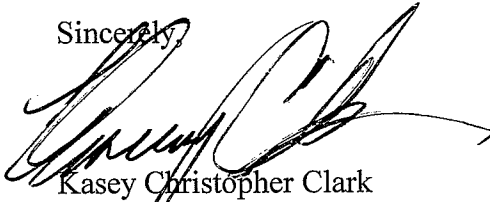
6. **Holidays** - CSLEA wishes to negotiate the enhancement of the provisions on holidays, including alternative payment methods for employees who are required to work on a recognized holiday.
7. **Leaves** - CSLEA wishes to negotiate enhancements, expansions and clarifying language to the leave provisions.
8. **Health and Welfare** - CSLEA wishes to negotiate increased health, dental and vision benefits, including, but not limited to, increases to the health and dental premium contributions. CSLEA wants to explore the possibility of moving Unit 7 employees into the State Disability Insurance program.
9. **Allowances and Reimbursements** - CSLEA wishes to negotiate additional provisions on allowances and reimbursements, including, but not limited to, increased amounts for business and travel expense reimbursement, and uniform replacement allowance (amount and entitlement).
10. **Safety Equipment** - CSLEA wishes to negotiate clarifications, addendums and/or new provisions on safety equipment.
11. **Career Development** - CSLEA wishes to negotiate new and/or enhanced provisions to the career development provisions.
12. **Classifications** - CSLEA wishes to negotiate clarifying provisions to enhance protections against out-of-class work.
13. **Employee Transfer and Retention** - CSLEA wishes to negotiate amendments or enhancements to the existing transfer and retention provisions.
14. **Miscellaneous** - CSLEA wants to negotiate new and/or clarifying miscellaneous contract provisions including, but not limited to, vehicles, drive tests, timely payment of wages and canine handlers.
15. **Compensation** - CSLEA wishes to negotiate enhanced equitable compensation packages for Unit 7 employees, taking into account the State's ability (or lack thereof) to recruit and retain employees and the State's ability to pay. CSLEA wishes to negotiate enhancements to the differential, longevity and education incentive provisions.

Mr. Gilb
April 11, 2008
Page 3

16. **Entire Agreement** - CSLEA wishes to negotiate collective bargaining protections by modifying and adding new language to the entire agreement clause.
17. **Miscellaneous Agreements/Side Letters/Clean-Up** - CSLEA wishes to negotiate a number of miscellaneous provisions, to incorporate side letters, and to clean-up ambiguous and out-dated language.

CSLEA is willing to meet and negotiate in good faith on all existing sections of the contract, as well as any new sections proposed by either party. Should you have any questions, please contact either myself or Craig Brown who will also be representing CSLEA during upcoming bargaining. Thank you for your cooperation.

Sincerely,



Kasey Christopher Clark
General Manager/Chief Counsel
California Statewide Law Enforcement Assn.

KCC/se

cc: 2008 Negotiations File
Alan Barcelona, President, CSLEA
Richard Carrillo, Senior Vice President, CSLEA, Unit A
Bruce Hotchkiss, Vice President, CSLEA, Unit B
Tina Brazil, Vice President, CSLEA, Unit C
Craig Brown